

IMA Overview: Policy/Personnel Issues and

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HQDA, G-1**

Projections

IMA Overview: Policy/Personnel Issues and Projections OUTLINE

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- **ADDITIONAL DIMA ALLOCATIONS**
- **TRAINING POLICY FOR IMA PROGRAM**
- **TRAINING REQUIREMENTS**
- **EXCEPTION TO POLICY EXAMPLES**
- **PUBLICATIONS**
- **CONCERNS**
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INTRODUCTION

Effective 14 January 2002, Headquarters, Department of the Army G-1 became responsible for the overall management process of the Individual Mobilization Augmentation Program. It is responsible for developing, coordinating and implementing appropriate plans, policies and procedures to ensure the efficient operation of the IMA program and otherwise oversee the management and administration of the IMA program.

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***IMA
Authorizations***

11,000 - FY 03

8,000 - FY 04

***DIMA
Authorizations***

1,496 - FY 03

1,583 - FY 04

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Procedures for Requesting Additional DIMA Allocations

- **IMA Allocations, - HQDA G-3,OCAR, AR-PERSCOM**
- **DIMA Allocations - HQDA, G-1**
- **UPDATE MOBTDA - Manpower office, USAFMSA**
- **IMA Position File updated - AR-PERSCOM**
- **Realignment of position - AR-PERSCOM**
- **Avoid out of cycle requests - Plan Ahead**

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TRAINING POLICY

<u>Training</u>		<u>Days</u>
	<u>Approval Authority</u>	

- | | | |
|-------------------------|-------|------------|
| ➤ Annual Training | 12 | IMA Agency |
| ➤ Fragmented AT | 12/19 | HQDA |
| ➤ AT (exercise support) | 19 | AR-PERSCOM |
| ➤ OCONUS AT | 19 | AR-PERSCOM |
| ➤ Extended / Additional | 13-29 | AR-PERSCOM |

The background of the slide features a faded American flag with its stars and stripes. In the lower right corner, there are silhouettes of soldiers standing in formation, looking towards the right. The text "TRAINING REQUIREMENTS" is centered in a large, bold, dark blue font.

TRAINING REQUIREMENT S

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Training Requirements

IMA / IRR PROGRAM	TRAINING DAYS
IMA AT ONLY*	12 DAYS + TRAVEL
DIMA	12 DAYS + 48 IDT periods
IRR AA	12 DAYS + TRAVEL
IRR MOS SUSTAINMENT	12 DAYS + TRAVEL
IMA DETACHMENTS	Points only

***1st Priority = all agencies should ensure that all IMA personnel are scheduled for AT each year and request submitted no later than 31 Mar.**

Exception to Policy Examples

Action	Responsible Agency	Quantity	Processing Time	Required Elements
Request for Additional AT	AR-PERSCOM	Up to 29 days	60 days	Strong justification, mission essential, SNL, days needed, denied by other sources, subject to availability of funds
Request for Additional DIMA Allocations	G-1	Number of Allocations	Minimum of 2 weeks/ Submit prior to August	Strong justification, current DIMA activity, mission essential
Request for DIMA Realignment	G-1	N/A	Minimum of 2 weeks	Identify old and new positions, no new allocations required
Request for Fragmented AT	G-1	Minimum of 5 days	60 days	Strong justification, GO signature, Agencies will incur subsequent travel, no more than two frag AT, except in rare cases, no Annual Report unless in DIMA status
Request for Grade Waiver	G-1	N/A	Minimum of 2 weeks	Strong justification, mission essential, SNL, required to change Grade on the next MOBTDA/J TMD update, STAY CONSISTENT WITH AGENCY'S MISSION
Request for MOS Mismatched Assignments	G-1	N/A	Minimum of 2 weeks	Strong justification, mission essential, SNL, required to change MOS within 2-3 years or change position to match encumbent's MOS if necessary, update MOBTDA/J TMD, STAY CONSISTENT WITH AGENCY'S MISSION

Required and Related Publications

➤ IMA

✓ DOD Directive 1235.11

✓ AR 140-145

✓ AR 140-1

✓ AR 140-10

➤ IRR

✓ DOD Instructions
1215.19

✓ AR 140-1

✓ AR 140-10

Points of Contacts

Name	Responsible Agency	Function	Telephone	E-mai Address
Mr. Oliphant	HQDA G-3	IMA Allocations	703-693-8983	bernard.oliphant@hqda.army.mil
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Mrs. Kirby	USAFMSA	MOBTDA Documentation	703-805-4250	kirby@hqda.arm.mil
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CONCERNS

- **Realignment of Soldiers in Deleted Positions**
- **Update AR 140-145 (January 2003) to address:**
 - **Fragmented Annual Training**
 - **Nominative Positions**
 - **SELRES to SELRES**
- **Full-time SGLI for total IMA population**
- **Study to convert all IMA positions to DIMA**

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SUMMARY

The IMA program is viable to the expansion of manpower requirements for the warfighting CINCS, DOD and other government agencies during peace, mobilization, contingencies and demobilization. It is the best program within the Army Reserve, so make the most of this valuable RC asset to enhance you organization's capabilities.



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